

State of California


Division of Occupational Safety and Health



Memorandum

Date: November 7, 2006

To: Cal/OSHA Employees

From: 
Len Welsh
Acting Chief
Division of Occupational Safety and Health


Vicky Heza
Deputy Chief
Cal/OSHA Enforcement

Subject: **FFY 2007 ANNUAL Cal/OSHA PERFORMANCE PLAN**
<http://www.dir.ca.gov/DOSH/2007AnnualPerformancePlan.pdf>

At the beginning of each Federal Fiscal Year (FFY) on 1 October, State-Plan States like California are required by federal law to submit an **Annual Performance Plan** for Federal OSHA's approval. The Annual Performance Plan sets forth performance goals for selected programmatic activities that are designed to move the State closer to achieving its Five-Year Strategic Goals.

In 2004, the Division selected three "strategic" (major planning) goals for its Five-Year Strategic Plan, covering the federal fiscal years (FFY) 2004 through 2008. The FY2004-2008 Strategic Plan for the CAL/OSHA program incorporates the successful performance initiatives included in the previous five-year plan and introduce new performance initiatives that focus on priority safety and health issues in California.

Our Five-Year Strategic Goals are as follows:

- Strategic Goal 1. Improve workplace safety and health** for all workers through direct intervention methods that result in fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.
- Strategic Goal 2. Promote workplace cultures** that increase employer and employee awareness of, commitment to, and involvement in safety and health.
- Strategic Goal 3. Secure public confidence** and maximize Cal/OSHA's capabilities by improving the effectiveness and efficiency of CAL/OSHA's programs and services.

For the FFY 2007 Annual Performance Plan, which began October 1, 2006 and ends on September 30, 2007, eight (8) performance goals were selected for the Cal/OSHA program. These are:

Strategic Goal 1

“Improve Workplace Safety and Health”

Performance Goal 1.1 Construction Safety and Health Inspection Project

2007 Activity and Outcome Measures:

Enforcement: The Cal/OSHA Enforcement Unit will continue to maintain a sizable presence in the construction industry. Emphasis will continue to focus on residential construction. In addition, DOSH will initiate a pilot program using F.W. Dodge reports to target construction projects other than residential. F.W. Dodge reports include public works, commercial and residential projects of various sizes. The pilot program will consist of 25 attempted inspections. The Cal/Enforcement Unit will conduct 2000 inspections in all construction and 200 inspections specifically in residential construction. Of these inspections, 25% of those in residential construction will be programmed inspections and 25% of those inspections in all construction will be programmed inspections.

DOSH will collaborate with the Division of Labor Statistics and Research to analyze injury, illness and fatality trends in various subsets of the construction industry to further streamline the construction targeting process.

Additionally, the Cal/OSHA Enforcement Unit will collaborate with the Construction Employers Association (CEA) to provide compliance assistance to member contractors.

The DOSH Compliance Assistance Unit will conduct 10 outreach sessions to the Construction industry with a focus on heat illness prevention.

Consultation Service: The Cal/OSHA Consultation Service will begin shifting its construction activities from residential to commercial construction in FFY 2007 while continuing to maintain its emphasis on multi-employer sites. On-site and/or intervention services will include employer awareness of the need for safe-work practices, tailgate training, appropriate fall protection requirements, safeguards and multi-employer responsibilities. On-site assistance will continue to evaluate and assist in the development and implementation of effective injury and illness prevention programs. To achieve this goal the Consultation Service will:

- (1) Conduct 450 construction on-site assistance visits and or interventions for FY 2007
- (2) 75% of on-site construction activity will be at multi-employer and/or commercial sites.
- (3) 90% of the construction sites will have contractor injury and illness prevention plans evaluated with any subsequent improvement recommendations discussed in the report.
- (4) 35 on-site visits will involve comprehensive industrial hygiene evaluations including, but not limited to lead, silica, respiratory protection, and heat illness.

For outcome measures, the combined efforts of both Enforcement and Consultation CSHIP activities will reduce fatalities and nonfatal injuries. Fatal injuries, as measured by the Census of Fatal Occupational Injuries and Illnesses in Construction in 2005¹ will be reduced to below the

¹ The Cal/OSHA Enforcement Unit conducted 2,923 construction inspections in calendar year 2000, 3,020 in calendar year 2001, and 3326 in calendar year 2002, 3266 in 2003 and 2828 in 2004.

baseline total of 97 (44.3% were related to falls) in 2001². Nonfatal injuries, as measured by the total lost workday incidence rate in the 2005 Survey of Nonfatal Occupational Injuries and Illnesses in Construction, will be reduced compared to the baseline of 5.3 in 2001³.

All Consultation and Enforcement activity will be tracked by the federal IMIS

Performance Goal 1.2 High Hazard Employer Programs

2007 Activity and Outcome Measures:

Targeted Enforcement: The High Hazard Unit will conduct 325 inspections of high hazard industries.

Please refer to Attachment A for list of targeted industries.

Consultation Service: The Cal/OSHA Consultation Service will maintain the same public relations and on-site assistance activities at high hazard establishments as the FFY 2006 annual plans.

The Consultation Service will promote and target at least 90% of its on-site activities in high hazard establishments (State and Federal SIC/NAICS List and 125%+ ExMod List combined) as follows:

125%+ ExMod Employers -	1100
State and Federal SIC/NAICS -	988
Total High Hazard Employers -	2088

Non-High Hazard Employers -	232
Total Employer On-sites -	2320

These numbers include all special emphasis strategic industry on-sites such as construction, food processing, and ergonomics.

DOSH entered into a partnership with the Port of San Diego Ship Repair Association in 2004. As per the terms of the partnership, DOSH Enforcement staff will conduct health and safety audits of the participating shipyards. Shipyards belong to the High Hazard Shipbuilding and Repairing NAICS code 336611.

For outcome measures, the HHEP (i.e., the combined efforts of Enforcement and Consultation) will reduce fatal injuries, as measured by the 2005 Census of Fatal Occupational Injuries, in high hazard industries compared to the baseline of 455 fatalities in all private industry in 2001⁴ and will reduce nonfatal injuries, as measured by the total lost workday incidence rate in the

² In 2001, the California Census of Fatal Occupational Injuries (Cal/CFOI) indicated 97 deaths in Construction SIC Codes, up from 95 deaths in 2000--a 2% increase. Falls to a lower level increased from 63 in 2000 to 76 in 2001, and falls from roofs also increased from 14 in 2000 to 15 in 2000—a 7% increase.

³ In 2000, the total lost workday case incidence rate for Construction was 5.5, up from 5.0 in 1999--a 9% increase. However, the total lost workday incidence rate for 2001 was 5.3 – a 5 % decrease from 2000.

⁴ In 2001, the California Census of Fatal Occupational Injuries (Cal/CFOI) indicated there were 455 fatalities in all private industry.

2005 Survey of Nonfatal Occupational Injuries and Illnesses, in high hazard industries compared to the baseline of 3.1 in 2001⁵.

All Consultation activity data will be tracked by the federal IMIS.

Performance Goal 1.3 Food Processing

2007 Activity and Outcome Measures:

Enforcement: Cal/OSHA Enforcement will initiate a pilot program to conduct inspections in food manufacturing facilities as described in NAICS codes 311 and 312. This pilot program will consist of 50 inspections within the industry.

Consultation 21(d): Specific establishments will be selected by using experience modification factors of 125% or greater, and/or establishment that use work class codes higher premium rates.

- (1) Consultation Services will perform 150 on-site visits; 50 with formal on-site training.
- (2) 100% of the on-site visits will include injury and illness prevention program evaluations with any subsequent improvement recommendations discussed in the report.
- (3) 35 on-site visits will involve comprehensive industrial hygiene evaluations that will include but not be limited to ergonomics and hazard communication.
- (4) Priority will be given to the small with the highest rates of injuries and illnesses.

For Outcome Measures, the Consultation Services will increase safety and health awareness to food processing establishments by direct on-site assistance and educational outreach. Program assistance and educational materials will be provided to every employer serviced. Employers will be tracked over a period of three years to determine changes in injury and illness rates.

Activities will be tracked and measured using the federal IMIS. Injury and illness prevention program evaluations will be tracked using the Form 33.

Since the Cal/OSHA Enforcement Program's involvement within this industry is a pilot program, Outcome Measures will not be reported. However, a summary of the pilot program's findings will be discussed.

Strategic Goal 2

"Change Workplace Culture"

Performance Goal 2.1 Heat Illness Prevention Educational Outreach

2007 Activity and Outcome Measures:

⁵ Division of Labor Statistics and Research. Table 5. Incidence rates of nonfatal occupational injuries and illnesses by industry division and selected case types, 1999-2001. Available at www.dir.ca.gov/DLSR/Injuries/2001/AnSum/Tab5.pdf

Enforcement: The Economic and Employment Enforcement Coalition Unit (EEEC) will conduct regular routine programmed inspections directed at industries such as agriculture and construction where heat illness prevention is an important consideration. The emergency temporary standard will be enforced until the permanent standard is approved by OAL. Cal/OSHA district offices will enforce the heat illness standard wherever applicable during the course of their inspections, particularly in response to reports of heat-related fatalities and illnesses.

Every week during the summer season, DOSH will check the National Weather Service website at <http://www.weather.gov/> in search of weather forecasts predicting areas with temperatures exceeding 105°F. Cal/OSHA district offices will partner with the Economic and Employment Enforcement Coalition Unit (EEEC) to conduct enforcement sweeps in these areas with a focus on industries with outdoor employment.

Consultation Service: The Consultation Service will strive to increase awareness and improve workplace safety and health through direct on-site educational intervention involving heat illness prevention.

- (1) Consultation will include heat illness prevention education in all construction and agricultural on-site visits.
- (2) Consultation will work collaboratively with construction and agricultural education and workers compensation service providers, associations, and advocacy groups in an effort to improve heat illness prevention awareness. Consultation will be involved in 25 heat illness awareness interventions.
- (3) Due to the largely Spanish-speaking agricultural and construction workforce in California, Consultation will strive to improve training methodologies and tools in an effort to educate all workers, including those with low literacy and/or non-English speaking. Heat Illness Prevention booklets/fact sheets for employers and employees will be translated into Spanish and distributed statewide.

Compliance Assistance: One Public Service Announcement (PSA) for radio has been created and is in circulation addressing the importance of heat illness prevention. Two others will be developed. The PSA's are in several languages that include English, Spanish, Mixteco, Korean, Mandarin, Cantonese, Vietnamese, and Hmong. These are posted on the DIR website.

Cal/OSHA district offices will work with labor groups, community based organizations, and local government to distribute information and answer questions regarding heat illness prevention. Cal/OSHA will partner with other organizations to organize community events where heat illness prevention will be emphasized. A minimum of twelve (12) seminars on heat illness will be presented. (See Goal 1.1 CSHIP also).

Radio interviews addressing the new heat illness standard will continue to be conducted. Spanish language stations have been the primary focus but interviews will also be conducted in English, Mixteco and Hmong. Articles regarding heat illness prevention will be distributed to industry publications – including construction, agriculture and recreation. In addition, information will be maintained on the DIR website.

Workshops will be conducted where a substantial portion of the agenda will address the new heat illness standard. Discussions are planned with the California Farm Bureau regarding outreach to their membership of 90,000 and with construction industry organizations such as Golden State Builders Exchanges with 24,000 members employing 250,000 workers.

Outreach materials will be based on a study of best practices for dealing with heat illness prevention which have been used in the industry. A study of past heat illness cases will be used as a basis for informing employers of appropriate measures that can be used to prevent heat illness. Materials will be focused on the occupational aspects of heat-related illness.

Performance Goal 2.2 Educational Outreach to Hispanic Employee Groups

2007 Activity and Outcome Measures:

Compliance Assistance:

Cal/OSHA Enforcement Unit will distribute 2000 flyers to employers, supervisors, foremen and workers in English and Spanish that details the requirements of the Heat Illness Prevention Standard.

Consultation 21(d):

- (1) 250 of the on-sites and or interventions performed will include outreach to Hispanic workers. Outreach may include a form of interviews, training, providing educational materials in Spanish and or combination of materials and assistance. Targeted industries will include construction, agriculture, food processing, janitorial, housekeeping and employers with experience modifications factors of 125% or greater.
- (2) Spanish publication distribution will exceed 10,000 during FFY2007. Distribution to high hazard industries and establishments with high numbers of Hispanic workers will receive priority.

Performance Goal 2.3 Partnership Programs

2007 Activity and Outcome Measures:

Enforcement: The Cal/OSHA Enforcement Unit will collaborate with the following entities to form mutually beneficial relationships/partnerships:

- San Francisco Bay Bridge – DOSH will continue its partnership with the Kiewitt-FCI-Manson(KFM) Joint Venture construction project on the San Francisco Bay Bridge.
- Coalition of Immigrant Workers Advocates (CIWA) – Includes DOSH Partnerships with the following organizations:
 - Garment Worker Center
 - Sweatshop Watch
 - Coalition of Humane Immigrant Right of Los Angeles
 - Maintenance Cooperation Trust Fund
 - Korean Immigrant Workers Advocates
 - UCLA Labor Center

DOSH will continue to work with the CIWA to develop “train the trainer” programs for these groups. Once the “train the trainer” program is developed, individual groups will be able to

train their community workers on health and safety issues specific to their respective industries, so that workers can recognize hazards, know their rights, and know how to file a complaint.

- Food Flavoring Manufacturing Industry – DOSH has recently formed partnerships with the following organizations and individual companies:
 - Flavor and Extract Manufacturers Association
 - National Jewish Medical Research Center
 - National Institute Occupational Safety and Health
 - 28 Food Flavoring Manufacturers in California – Through a cooperative Enforcement and Consultation process, individual food flavoring manufacturers are forming partnerships with DOSH to work together in determining exposure potentials to diacetyl and providing short and long-term control measures.

The recently formed partnership with the food flavoring manufacturing industry will be emphasized in FFY2007. Workers in the industry are at risk of a serious lung disease known as Bronchiolitis Obliterans. With assistance from the National Jewish Medical Research Center, NIOSH, and California's Department of Health Services, and with oversight by DOSH, medical screenings of potentially exposed employees will be conducted at approximately thirty (30) identified food flavoring manufacturer worksites. The disease is believed to be caused by exposure to the chemical diacetyl and possibly other flavoring substances. In addition, hazard evaluation and implementation of control measures will be carried out.

- Construction Employers Association (CEA) – DOSH has entered into a partnership with the CEA to provide compliance assistance to its members.
- Port of San Diego Ship Repair Association – This is an ongoing partnership since 2004 between DOSH and the Port of San Diego Ship Repair Association (See Goal 1.2)

Consultation: The Consultation Service will promote workplace culture by providing recognition to employers and their employees who have implemented effective safety and health programs. The 21(d) Onsite Assistance program will increase its partnership programs over FFY2007 and partner with ninety-eight (98) new establishments and the 23(g) partnerships will add sixteen (16) new VPP sites and two (2) Golden State Construction sites. Consultation will modify and streamline the VPP process and continue to train and utilize Special Team Members (STM) who are active safety and health professionals from existing California VPP sites to perform preliminary application review, pre-visits, follow-ups, and renewals of California VPP sites.

21(d) Consultation Activities Involving Partnership Programs:

Food Flavoring Industry

28 Food Flavoring Manufacturers in California – Through a cooperative Enforcement and Consultation program, individual food flavoring manufacturers are forming partnerships with DOSH to work together in determining exposure potentials to diacetyl and providing short and long-term control measures. Consultation's role will be to oversee medical screening, and to assist with hazard recognition, training, and control of diacetyl which is identified as the chemical responsible for the serious lung disease Bronchiolitis Obliterans.

Golden Gate Recognition Program

50 New establishments into the Division's entry-level recognition program.

SHARP

20 New fixed and non-fixed sites

8 Renewals of fixed and non-fixed sites

TOTAL for 21(d) = 106 sites

23(g) Consultation Activities Involving Partnership Programs:

VPP (Cal/VPP)

16 New establishments into the Division's leadership level for fixed site establishments.

8 Renewals

Golden State General Contractors Partnership Program

2 New establishments into the Division's leadership level for construction contractors.

2 Renewals.

TOTAL for 23(g) = 28 sites

Strategic Goal 3

“Secure Public Confidence”

Performance Goal 3.1 Citation Lapse Time

2007 Activity and Outcome Measures:

Enforcement: Cal/OSHA Enforcement continues its efforts to reduce citation lapse time, with the goal for FFY 07 to reduce lapse time by 15% statewide, from the baseline of FFY 04 State Activity Mandated Measures (SAMMs) of 102.55 for safety and 107.77 for health cases. The goal, then, for FFY 07 is a citation lapse time of 87.17 for safety cases and 91.62 for health cases.

Performance Goal 3.2 Quality Assurance

2007 Activity and Outcome Measures:

Consultation 21(d): Consultation will emphasize consultant training in the areas of heat illness prevention, avian flu, respiratory protection, and general industrial hygiene evaluation of work places.

For outcome measures, the Consultation expects to see increased number of health related hazards identified, health related on-site recommendations, and health related interventions over FFY 2005-06.

TABLE

FFY 2006 ANNUAL Cal/OSHA PERFORMANCE GOALS

STRATEGIC GOAL 1:	IMPROVE WORKPLACE SAFETY AND HEALTH
Performance Goal 1.1	Construction Safety and Health Inspection Project
Performance Goal 1.2	High Hazard Employer Programs
Performance Goal 1.3	Food Processing
STRATEGIC GOAL 2:	CHANGE WORKPLACE CULTURE
Performance Goal 2.1	Heat Illness Prevention Educational Outreach
Performance Goal 2.2	Educational Outreach To Hispanic Employee Groups
Performance Goal 2.3	Partnership Programs
STRATEGIC GOAL 3:	SECURE PUBLIC CONFIDENCE
Performance Goal 3.1	Citation Lapse Time
Performance Goal 3.2	Quality Assurance

ATTACHMENT A

2006 – 2007 HIGHEST HAZARD INDUSTRY LIST

Industry Group	NAICS	Industry Activity	DART	Establishments	Employees
Construction	2381	Foundation, Structure and Building Exterior Contractors ¹	8.0	8776	155,000
	23831	Drywall and Insulation Contractors	6.4	2662	77,900
	23835	Finish Carpentry Contractors	5.5	2456	23,500
Manufacturing, Non-Durable Goods	3113	Sugar and Confectionery Product Manufacturing	9.0	203	8,200
	31141	Frozen Food Manufacturing	6.4	103	13,300
	311423	Dried and Dehydrated Food Manufacturing	6.2	79	4,900
	31151	Dairy Product (except frozen) Manufacturing	9.4	136	14,300
	3116	Animal Slaughtering and Processing	10.7	240	20,700
	3118	Bakeries and Tortilla Manufacturing	5.5	1733	39,100
	31211	Soft Drink and Ice Manufacturing	6.7	142	9,100
Manufacturing, Durable Goods	321	Wood Product Manufacturing	8.2	1199	38,600
	32223	Stationery Product Manufacturing	10.7	81	3,000
	3312	Steel Product Manufacturing From Purchased Steel	9.8	82	3,100
	33152	Nonferrous Metal Foundries	5.6	166	4,500
	332321	Metal Window and Door Manufacturing	7.9	171	8,300
	333514	Special Die and Tool, Die Set, Jig, and Fixture Manufacturing	6.9	240	3,200
	3366	Ship and Boat Building	8.0	132	9,800
Transportation and Warehousing	481	Air Transportation	10.7	523	47,600
	485	Transit and Ground Passenger Transportation	5.9	1314	33,800
	4883	Support Activities for Water Transportation	6.4	189	17,400
	492	Couriers and Messengers	9.1	1585	67,800
	493	Warehousing and Storage	6.1	1627	63,100
Utilities	2213	Water, Sewage and Other Systems	6.9	586	4,800
	562	Waste Management and Remediation Services	7.0	1491	38,800

¹ The following Activity Group is not included in the targeted group; DART below selection threshold. Selection threshold is 5.4 – 200% of 2005 Private Sector average (DART 2.7).

23814	Masonry Contractors	4.5	1614	21,300
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